

IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF OHIO  
EASTERN DIVISION

ALICIA ARENDS	:	
	:	CASE NO. 1:18-cv-02017-PAB
Plaintiff,	:	
	:	
v.	:	JUDGE PAMELA A. BARKER
	:	
FAMILY SOLUTIONS OF OHIO, INC.,	:	
et al.	:	
	:	
Defendants.	:	

**DECLARATION OF DAWN SMITH**

I, Dawn Smith, being duly cautioned and sworn, hereby declare as follows:

1. I am currently the Vice President of Strategic Planning and Program Management for Defendant Family Solutions USA, Inc. (“Family Solutions”).
2. I have been employed by Family Solutions since 2013.
3. Defendant Family Solutions of Ohio, Inc. (“Family Solutions of Ohio”) was founded in 2013. I was highly involved in the development of Family Solutions of Ohio and I am familiar with Family Solutions of Ohio’s current and former employees.
4. This Declaration is based on my personal knowledge and Family Solutions’ business records.

**General Background**

5. Family Solutions is a non-profit organization that provides mental and behavioral healthcare services and resources for children and families throughout Ohio to address a variety of issues related to home, school, and community mental health and behavioral concerns.

6. Family Solutions of Ohio has five locations throughout Ohio – Cleveland, Bedford Heights, Lorain, Columbus, and Cincinnati. At each location, Family Solutions of Ohio employs a Program Director or Assistant Program Director, in addition to a Clinical Supervisor.

7. The Program Director or Assistant Program Director and the Clinical Supervisor at each location oversee employees based out of that site that work with patients in the field. The employees that deliver behavioral health services to patients out in the field are the Out-Patient Clinicians, Qualified Behavioral Health Specialists (formerly known as QMHS), and at some locations, Intake Specialists. Each site's Clinical Supervisor is the direct supervisor of the Out-Patient Clinicians and QMHSs based out of that site.

8. As to the treatment provided, Family Solutions provides an array of quality treatment options for children and families that help them get back to happy, healthy, productive lives. Our agency approach is to focus on the individualized needs of our clients and to promote integrated and holistic care through understanding their life experiences, relationships, community and support system. Our Mental Health Professionals work to empower the client to make positive choices, helping the client meet their own uniquely identified goals. We aim for all interventions we make with an individual or in a family to be meaningful and to promote real growth, change and bring opportunity.

9. To be eligible for services with Family Solutions, our patients must have a clinical diagnosis completed to determine medical necessity.

10. Family Solutions' patients are Medicaid eligible and the services performed by Family Solutions' employees and agents are through Medicaid.

11. Due to our non-profit status and nature of our work, Family Solutions' employees are drawn to Family Solutions based on their desire to help the community where

they live. Until this lawsuit, Family Solutions had never received any complaints regarding the exempt or non-exempt status of employees.

12. Similarly, many Family Solutions' employees are hired into one position with Family Solutions, but progress into other positions due to Family Solutions' business demands and/or the employees' career goals. The only record of this progression is maintained in paper documents maintained in employee personnel files.

### **Discovery In This Lawsuit**

13. I have been involved in the discovery in this matter since the lawsuit was filed.

14. To date, the only discovery that has taken place is with respect to the former QMHS employees who have opted-into this lawsuit. The roster contained additional current and former QMHS employees, but no discovery has taken place with respect to these individuals to date.

15. As to the discovery produced by the two named Plaintiffs and the opt-ins, the named Plaintiffs and opt-ins have failed to provide any evidence of alleged damages or hours worked for which they were not paid. Defendants have served interrogatories, document requests, and admissions – none of the responses or documents produced provides any evidence as to damages or otherwise provides an estimate of hours worked for which the named Plaintiffs or opt-ins were allegedly not paid.

### **Time Reporting Procedures – Hourly Employees**

16. Training of hourly employees on time reporting, and monitoring of their time reporting throughout employment, is conducted at the site-level by site employees.

17. The orientation is conducted by salaried employees at the location. At the orientation, the policies from the Family Solutions Handbook, time reporting, and methods of

pay are explained. The site's Program Director or Assistant Program Director and the site's Clinical Supervisor explain time reporting and methods of pay during the orientation.

18. Employees who are paid hourly are required to follow Family Solutions of Ohio's Reporting Time Worked policy. The Reporting Time Worked Policy provides:

Accurate recording of time worked and absence from work is the responsibility of every employee. All employees must complete and sign a time sheet that is signed by their immediate supervisor. If it is necessary to make corrections or modifications to the time sheet, both the employee and supervisor must initial the changes. Tampering, altering or falsifying time records, failure to timely turn in a completed time sheet, or recording time on another employee's time record, will result in disciplinary action, up to and including termination

19. The same Reporting Time Worked Policy is also set forth in a PowerPoint presentation given at each location's orientation. The PowerPoint presentation provides:

- Accurate recording of time worked and absence from work is the responsibility of every employee.
- All employees must complete and sign a time sheet that is signed by their immediate supervisor.
- If it is necessary to make corrections or modification to the time sheet, both the employee and supervisor must initial changes.
- Tampering, altering or falsifying time records, failure to timely turn in a completed time sheet, or recording time on another employee's time record, will result in disciplinary action, up to and including termination.

20. During the new employee orientation, in addition to providing the above content from the Employee Handbook and PowerPoint presentation, the location's Program Director or Associate Program Director and the location's Clinical Supervisor provide a detailed and hands-on explanation of how hourly employees are required to report their time.

21. In the hands-on section of the training, the Program Director, Associate Program Director, and/or Clinical Supervisor work individually with each employee and tailor the

instruction to duties and procedures associated with that employee's position and questions posed by that employee.

22. Following the orientation, the location's Clinical Supervisor continues to monitor and work with the location's hourly employees on time reporting. During their employment, QMHS employees are required to fill out time sheets recording their time worked on a weekly basis. The time sheets are provided to the location's Clinical Supervisor, who reviews for accuracy and makes any necessary corrections.

23. The time is inputted by the QMHS employee based on the amount of time spent on the activity and the time is coded pursuant to Family Solutions' Medicaid fee schedule.

24. The Clinical Supervisor then reviews the entries to verify they are accurate and compliant with Family Solutions' policies. If any changes are needed to the entries submitted by the QMHS employee, the Clinical Supervisor will speak with the employee and ask the employee to make the required change to the entries. When the time and billing code entries are submitted by the QMHS employee, the employee verifies that the time and billing code are accurate. If the employee disputed the change, that issue would be escalated, reviewed and resolved.

25. The Family Solutions' Medicaid fee schedule includes non-billable entries. If a QMHS employee submits non-billable entries, the entries will be paid unless the Clinical Supervisor reviews the non-billable entry and asks the employee to change the entry because it does not comply with Family Solutions' policies. The QMHS employee would have to make the change and confirm the time entries in order to get paid for the week. If the Outpatient Clinician disputed the change, it would be escalated in the same manner as the billable time entry dispute.

**The QMHS Position**

26. The behavioral health services performed by Family Solutions' employees vary based on the needs of the patient and the qualifications of the Family Solutions' employees. Currently, employees holding the following positions provide behavioral health services on behalf of Family Solutions of Ohio: Qualified Behavioral Health Specialist; Outpatient Clinician; Contract Therapist (non-employees); Clinical Supervisors, Intake Specialist, and Intake Coordinator.

27. All QMHS employees are at-will employees. The two named Plaintiffs and 25 opt-ins did not have a contract with Family Solutions of Ohio – or any of the Defendants – with respect to their employment. Rather, either Family Solutions of Ohio or the employee could terminate their employment relationship at any time and for any reason.

28. The 2016 and 2017 Family Solutions of Ohio's employee handbooks contained at-will disclaimers. The two disclaimers are attached hereto as Exhibit 1.

29. The primary duty for the QMHS employees is to provide counseling services to Family Solutions of Ohio's Medicaid-eligible patients.

30. This primary duty is directly related to Family Solutions of Ohio's management and general operations and Family Solution of Ohio's customers, the Medicaid-eligible patients. Without the counseling services, Family Solutions of Ohio would not be in operation. Similarly, without the counseling services, Family Solutions of Ohio's Medicaid-eligible patients would not have a reason to seek services with Family Solutions of Ohio.

31. Counseling services are the principal, main, major and most important duty that the QMHS employee performs.

32. Because the QMHS employees are performing counseling services, they are performing work directly related to assisting with the running and service of Family Solutions of Ohio's business.

33. QMHS employees perform office or non-manual work when performing services on behalf of Family Solutions of Ohio.

34. QMHS employees are providing medical care that needs to be documented in the patient's medical files.

35. The duties of QMHS employees include the exercise of discretion and independent judgment with respect to matters of significance.

36. QMHS employees face issues that involve the comparison and evaluation of possible courses of conduct and acting or making a decision after the various possibilities have been considered.

37. Further, the QMHS employees are in charge of determining which patients to treat, how often to treat each patients, which days they will schedule patients, how many patients they will schedule each day, and the area or location in which they will treat patients. As to patients that are being treated, QMHS employees exercise judgment on the type of counseling services that are medically-required, how often the counseling services should be provided to the patient, the topics to be addressed in each counseling session, and how to respond to issues raised by patients.

38. Patients raise many unexpected issues with QMHS employees during counseling sessions. QMHS employees must use their discretion and independent judgment, based on their training and education, to make the best decision on how to respond to the issue and counsel the patient.

39. The QMHS employees carry out major assignments for Family Solutions of Ohio when they provide counseling services to Family Solutions of Ohio's patients.

40. The matter of significance is the health and welfare of Family Solutions of Ohio's patients.

41. The exercise of discretion and independent judgment is derived from the fact that the QMHS employee must make important decisions on the patient's behalf on the counseling services to be provided to the patient. One example of such discretion and independent judgment is when a QMHS employee recognizes a more serious issue with a Family Solutions of Ohio patient that requires the QMHS employee to immediately notify their Clinical Supervisor for direction.

42. Each time that a QMHS employee meets with a patient, even a continuing patient, the session is unique. No two sessions are the same. The patients can and do bring up a variety of issues; many of which were not addressed in prior counseling sessions.

43. QMHS employees have, over the years, been paid on the salary basis.

44. The two named Plaintiffs -- Jamal Stephenson and Melanie Vilk Baron -- were QMHS employees who were paid on a unit basis by Family Solutions of Ohio. The unit is a "fee basis" rather than a salary basis.

45. The unit is based on a billing code tied to Medicaid services that the QMHS employee is permitted to provide to the Family Solutions of Ohio patient.

46. A true and correct copy of the billing codes used by the Family Solutions of Ohio employees is attached as Exhibit 2.

47. When performing Medicaid related services, the QMHS employee is paid an agreed sum for a single job -- the sum permitted under the Medicaid regulations. The QMHS



employee is paid this sum regardless of whether the employee has to work additional time in order to perform that Medicaid service.

48. Full-time QMHS employees are expected to complete at least 120 units a week. When 120 units are completed, the pay for the QMHS employee exceeds the FLSA salary exemption levels.

**The Named Plaintiffs**

49. The Plaintiffs have proposed Jamal Stephenson and Melanie Vilc Baron as the proposed class representatives for the proposed class of QMHS employees.

50. Baron worked at Family Solutions of Ohio from August 1, 2016 through October 7, 2016.

51. Baron received her last paycheck on October 28, 2016. The pay stub is attached as Exhibit 3.

52. Stephenson worked at Family Solutions' Cincinnati location from August 2016 to May 2017. Stephenson was employed as a QMHS employee at all times during his employment. Stephenson had a different Program Director and Clinical Supervisor from Baron and prospective named plaintiff Alexander Dolin. Stephenson failed to comply with Family Solutions of Ohio's policies with respect to the submission of time and billing sheets.

53. Specifically, Stephenson failed to timely submit his billing sheets during his employment, including for the final week leading up to his resignation.

54. Stephenson also failed to input medical information and records into Family Solutions of Ohio's documentation system – the iCan Notes system – for the weeks leading up to his resignation. Copies of the iCan Notes records for the weeks at issue are attached hereto as Exhibit 4. Family Solutions of Ohio utilized the iCan system to record medical information provided to clients which Family Solutions of Ohio will submit to Medicaid for payment.

QMHS employees are required to input the medical information and treatment information provided into iCan Notes within 24 hours of providing treatment.

55. As to the billing sheets that were submitted by Stephenson, the sheets often contained inaccurate and incorrect information. Stephenson's Clinical Supervisor often had to work with Stephenson to correct his time sheets to accurately reflect Stephenson's time worked. Ultimately, the billing sheets submitted by Stephenson included both billable and non-billable time entries. Stephenson testified that he was aware of Family Solutions of Ohio's billing codes for use in entering time onto the billing sheets. Stephenson was paid for all time input on the billing sheets he submitted.

56. Most importantly, Stephenson admitted in his deposition that he provided patient care over the last weeks of his employment. However, Stephenson did not follow Ohio law and Family Solutions' policies because he did not create medical records for this patient care. Stephenson admitted to the knowing failure. This is a serious issue and any Family Solutions' employee would be subject to discharge for the misconduct.

57. With respect to Ms. Baron, she was employed as a QMHS during her entire employment with Family Solutions of Ohio at its Cleveland location. Baron had a different Program Director and Clinical Supervisor than Stephenson and Dolin. Ms. Baron's employment was very short, lasting only approximately 9 weeks from August 1, 2016 to October 7, 2016. Baron was still in her probationary period at the time she resigned from her employment with Family Solutions of Ohio.

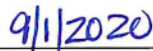
58. As to Ms. Baron's time sheets, she too had issues with accurately recording and submitting her time. Baron worked with her Clinical Supervisor on many occasions to resolve the issues with reporting her time. Ultimately, the time and billing sheets submitted by Baron

contained both billable and non-billable entries. Baron was paid for all time input on her billing and time sheets she submitted.

59. Finally, the personnel files and pay documents for Stephenson and Baron were produced during this document. The files are maintained by Family Solutions of Ohio in its regular course of business in accordance with all applicable state, federal, and local laws. The personnel files and pay documents produced for Baron and Stephenson are accurate and complete.

Pursuant to 28 U.S.C. § 1746, I have read the foregoing declaration and I affirm under the penalty of perjury under the laws of North Carolina and the United States of America that the foregoing is true and accurate to the best of my knowledge, information, and belief.

  
Dawn Smith

  
Date

# **EXHIBIT 1**

## Nature of Employment

The Employee Handbook provides guidelines to be followed. It is not an employee contract, and none of the policies described in this manual should be construed as being a part of an employment contract.

Since employment as Family solutions of Louisiana, Inc. is based on mutual consent, both the employee and the employer have a right to terminated the employment relationship at will, with or without cause, at any time.

The Handbook and its special policies, supplement and appendices supersede the provision and policies of any earlier dated version of the handbook.

## Open Door Policy

It is the philosophy of Family Solutions of Louisiana Inc. to maintain an open door policy which allows for employees to pursue questions regarding their employment and employment status. It is also for the purpose to communicate any concerns, complaints, compliments or suggestions to leadership.

Please remember to follow the chain of command and the agency's policies and procedures.

## Hiring Process

1. *All positions will be advertised in house first for 7 business days and then outsourced if no viable candidate applies.*
2. *All interviews will be structured and scheduled with the director of that department.*
3. *Reasonable accommodation will be assessed during the hiring process.*
4. *Background checks, driving record checks, pre-employment drug screening and other pre-employment activities must be completed prior to hire*
5. *A family member will not supervise another family member.*
6. *Family Solutions of Louisiana looks at affirmative action as required by law to employ and advance in employment qualified disabled veterans and veterans of the Vietnam and qualified disabled individuals. Family Solutions of Louisiana also looks at affirmative action as required by law to employ and advance in employment qualified individuals without regard to race, sex, religion, or national origin.*
7. *Former employees who left the agency in good standing may be considered for reemployment. Former employees who resigned without at least a two week written notice or who were dismissed for disciplinary reasons may not be considered for reemployment, a former employee who is reemployed will be considered a new employee from the date of reemployment unless the break in service is less than thirty days, in which case, based upon the unit of reassignment and position, the employee will retain accumulated seniority. This*

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5. *A family member will not supervise another family member.*
6. *Family Solutions of Ohio looks at affirmative action as required by law to employ and advance in employment qualified disabled veterans and veterans of the Vietnam War and qualified disabled individuals. Family Solutions of Ohio also looks at affirmative action as required by law to employ and advance in employment qualified individuals without regard to race, sex, religion, or national origin.*
7. *Former employees who left the agency in good standing may be considered for reemployment. Former employees who resigned without at least a two week written notice or who were dismissed for disciplinary reasons may not be considered for reemployment, a former employee who is reemployed will be considered a new employee from the date of reemployment unless the break in service is less than thirty days, on which case, based upon*

## **EXHIBIT 2**

<u>Code</u>	<u>Description</u>	<u>Per</u>
H0004	Behavioral Therapy	15 Mins
H0031	Mental Health Assessment	1 Hour
H0036	Community Psychiatric Supportive Treatment	15 Mins
H2011	Crisis Intervention	15 Mins
S9484	Crisis Intervention	1 Hour
00000	Non-Billable	

<u>Location Code</u>	<u>Description</u>
3	School
4	Shelter
9	Prison/Correction Facility
11	Office
12	Home/Community
18	Place of Employment
21	Inpatient Hospital
22	Outpatient Hospital
23	Emergency Room
31	Skilled Nursing Facility
99	Misc.



## **EXHIBIT 3**

Vilk, Melanie 107									
Check Date: 09/16/2016 - 1					Check Type: REGULAR				
Check Num: 5482					Rate: 20.00				
Salary: 0.00					Frequency: Bi-Weekly				
Check Amt: 0.00					Dir Dep(s): 793.71				
Net Pay: 793.71					Check Amt: 0.00				
Earning	Rate	Hrs/Units	Amt	YTD Hrs	YTD Amt	Deduction	Amt	YTD	Tax
E02 Regular	20.00	51.00	1,020.00	214.50	4,290.00				Federal
									Soc Sec
									Medicare
									OH State
									OH Euclid
Check Totals:					51.00	1,020.00	214.50	4,290.00	
									Wages
									YTD Wage
									YTD Amt
									385.05
									265.98
									62.21
									79.36
									122.27
									914.87

Vilk, Melanie 107									
Check Date: 09/30/2016 - 1					Check Type: REGULAR				
Check Num: 5580					Rate: 20.00				
Salary: 0.00					Frequency: Bi-Weekly				
Check Amt: 0.00					Dir Dep(s): 708.31				
Net Pay: 708.31					Check Amt: 0.00				
Earning	Rate	Hrs/Units	Amt	YTD Hrs	YTD Amt	Deduction	Amt	YTD	Tax
E02 Regular	20.00	45.00	900.00	214.50	4,290.00				Federal
									Soc Sec
									Medicare
									OH State
									OH Euclid
Check Totals:					45.00	900.00	214.50	4,290.00	
									Wages
									YTD Wage
									YTD Amt
									385.05
									265.98
									62.21
									79.36
									122.27
									914.87

Vilk, Melanie 107									
Check Date: 10/14/2016 - 1					Check Type: REGULAR				
Check Num: 5681					Rate: 20.00				
Salary: 0.00					Frequency: Bi-Weekly				
Check Amt: 0.00					Dir Dep(s): 864.87				
Net Pay: 864.87					Check Amt: 0.00				
Earning	Rate	Hrs/Units	Amt	YTD Hrs	YTD Amt	Deduction	Amt	YTD	Tax
E02 Regular	20.00	56.00	1,120.00	214.50	4,290.00				Federal
									Soc Sec
									Medicare
									OH State
									OH Euclid
Check Totals:					56.00	1,120.00	214.50	4,290.00	
									Wages
									YTD Wage
									YTD Amt
									385.05
									265.98
									62.21
									79.36
									122.27
									914.87

Vilk, Melanie 107									
Check Date: 10/28/2016 - 1					Check Type: REGULAR				
Check Num: 5790					Rate: 20.00				
Salary: 0.00					Frequency: Bi-Weekly				
Check Amt: 0.00					Dir Dep(s): 299.93				
Net Pay: 299.93					Check Amt: 0.00				
Earning	Rate	Hrs/Units	Amt	YTD Hrs	YTD Amt	Deduction	Amt	YTD	Tax
E02 Regular	20.00	17.50	350.00	214.50	4,290.00				Federal
									Soc Sec
									Medicare
									OH State
									OH Euclid
Check Totals:					17.50	350.00	214.50	4,290.00	
									Wages
									YTD Wage
									YTD Amt
									385.05
									265.98
									62.21
									79.36
									122.27
									914.87

## **EXHIBIT 4**

stephen	FamilySystem/Health	user	05/01/2017 04:32:50 login	05/01/2017 04:32:50	05/01/2017	04:32:50 Security	login	1305492	Jamal Stephenson, BA, QMHS	Terminal Server : ONEFOU118802950	05/01/2017 04:32:50	1			
stephen	FamilySystem/Health	user	05/01/2017 04:33:40 File Cabinet	05/01/2017 04:33:40	05/01/2017	04:33:40 File Cabinet	File Cabinet	1305492	Jamal Stephenson, BA, QMHS	138802951	05/01/2017 04:33:40	1			
stephen	FamilySystem/Health	user	05/01/2017 04:34:45 chart access	05/01/2017 04:34:45	05/01/2017	04:34:45 Patient	chart access	1305492	Jamal Stephenson, BA, QA, 1051005004477	138802956	05/01/2017 04:34:45	1			
stephen	FamilySystem/Health	user	05/01/2017 04:35:07 note create	05/01/2017 04:35:07	05/01/2017	04:35:07 Note	note create	1305492	Jamal Stephenson, BA, QA, 1051005004477	3005095763	138802704345347	1			
stephen	FamilySystem/Health	user	05/01/2017 04:44:41 note access	05/01/2017 04:44:41	05/01/2017	04:44:41 Note	note access	1305492	Jamal Stephenson, BA, QA, 1051005004477	107853747	Progress Note (Non-R)	138802956	05/01/2017 04:44:41	1	
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stephen	FamilySystem/Health	user	05/01/2017 04:45:07 note modify esign	05/01/2017 04:45:07	05/01/2017	04:45:07 Note	note modify esign	1305492	Jamal Stephenson, BA, QA, 1051005004477	3005095763	107853747	Progress Note (Non-R)	138802982	05/01/2017 04:45:07	1
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stephen	FamilySystem/Health	user	05/01/2017 04:45:53 note access	05/01/2017 04:45:53	05/01/2017	04:45:53 Note	note access	1305492	Jamal Stephenson, BA, QA, 1051005005840	3005412226	138802985	05/01/2017 04:45:53	1		
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stephen	FamilySystem/Health	user	05/01/2017 04:54:00 note compile modify	05/01/2017 04:54:00	05/01/2017	04:54:00 Note	note compile modify	1305492	Jamal Stephenson, BA, QA, 1051005005840	3005412226	138802989	05/01/2017 04:54:00	1		
stephen	FamilySystem/Health	user	05/01/2017 04:54:41 File Cabinet	05/01/2017 04:54:41	05/01/2017	04:54:41 File Cabinet	File Cabinet	1305492	Jamal Stephenson, BA, QA, 1051005005840	3005412226	138802990	05/01/2017 04:54:41	1		
stephen	FamilySystem/Health	user	05/01/2017 04:54:50 chart access	05/01/2017 04:54:50	05/01/2017	04:54:50 Patient	chart access	1305492	Jamal Stephenson, BA, QA, 1051005006988	2016299	138803004	05/01/2017 04:54:50	1		
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stephen	FamilySystem/Health	user	05/01/2017 05:02:28 note compile new	05/01/2017 05:02:29	05/01/2017	05:02:29 Note	note compile new	1305492	Jamal Stephenson, BA, QA, 1051005006988	2016299	138803006	05/01/2017 05:02:29	1		
stephen	FamilySystem/Health	user	05/01/2017 05:02:40 note modify esign	05/01/2017 05:02:40	05/01/2017	05:02:40 Note	note modify esign	1305492	Jamal Stephenson, BA, QA, 1051005006988	2016299	138803007	05/01/2017 05:02:40	1		
stephen	FamilySystem/Health	user	05/01/2017 05:02:45 File Cabinet	05/01/2017 05:02:45	05/01/2017	05:02:45 File Cabinet	File Cabinet	1305492	Jamal Stephenson, BA, QMHS	Counselor : ALL	138803005	05/01/2017 05:02:45	1		
stephen	FamilySystem/Health	user	05/01/2017 05:02:47 chart access	05/01/2017 05:02:47	05/01/2017	05:02:47 Patient	chart access	1305492	Jamal Stephenson, BA, QA, 1051005006988	2016298	138803007	05/01/2017 05:02:47	1		
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stephen	FamilySystem/Health	user	05/01/2017 05:09:19 note access	05/01/2017 05:09:25	05/01/2017	05:09:25 Note	note access	1305492	Jamal Stephenson, BA, QA, 1051005006987	2016298	138803009	05/01/2017 05:09:25	1		
stephen	FamilySystem/Health	user	05/01/2017 05:09:26 note compile new	05/01/2017 05:09:26	05/01/2017	05:09:26 Note	note compile new	1305492	Jamal Stephenson, BA, QA, 1051005006987	2016298	138803010	05/01/2017 05:09:26	1		
stephen	FamilySystem/Health	user	05/01/2017 05:09:29 note modify esign	05/01/2017 05:09:29	05/01/2017	05:09:29 Note	note modify esign	1305492	Jamal Stephenson, BA, QA, 1051005006987	2016298	138803011	05/01/2017 05:09:29	1		
stephen	FamilySystem/Health	user	05/01/2017 05:11:16 File Cabinet	05/01/2017 05:11:16	05/01/2017	05:11:16 File Cabinet	File Cabinet	1305492	Jamal Stephenson, BA, QMHS	Counselor : ALL	138803006	05/01/2017 05:11:16	1		
stephen	FamilySystem/Health	user	05/01/2017 05:11:29 chart access	05/01/2017 05:11:29	05/01/2017	05:11:29 Patient	chart access	1305492	Jamal Stephenson, BA, QA, 1051005004477	3005095763	138803007	05/01/2017 05:11:29	1		
stephen	FamilySystem/Health	user	05/01/2017 05:11:17 note create	05/01/2017 05:11:17	05/01/2017	05:11:17 Note	note create	1305492	Jamal Stephenson, BA, QA, 1051005004477	3005095763	138803008	05/01/2017 05:11:17	1		
stephen	FamilySystem/Health	user	05/01/2017 05:20:16 note access	05/01/2017 05:20:16	05/01/2017	05:20:16 Note	note access	1305492	Jamal Stephenson, BA, QA, 1051005004477	3005095763	138803009	05/01/2017 05:20:16	1		
stephen	FamilySystem/Health	user	05/01/2017 05:20:19 note compile new	05/01/2017 05:20:19	05/01/2017	05:20:19 Note	note compile new	1305492	Jamal Stephenson, BA, QA, 1051005004477	3005095763	138803010	05/01/2017 05:20:19	1		
stephen	FamilySystem/Health	user	05/01/2017 05:20:20 File Cabinet	05/01/2017 05:20:20	05/01/2017	05:20:20 File Cabinet	File Cabinet	1305492	Jamal Stephenson, BA, QMHS	Counselor : ALL	138803007	05/01/2017 05:20:20	1		
stephen	FamilySystem/Health	user	05/01/2017 05:20:39 chart access	05/01/2017 05:20:39	05/01/2017	05:20:39 Patient	chart access	1305492	Jamal Stephenson, BA, QA, 1051005004477	3005095763	138803009	05/01/2017 05:20:39	1		
stephen	FamilySystem/Health	user	05/01/2017 05:20:44 note access	05/01/2017 05:20:44	05/01/2017	05:20:44 Note	note access	1305492	Jamal Stephenson, BA, QA, 1051005004477	3005095763	138803010	05/01/2017 05:20:44	1		
stephen	FamilySystem/Health	user	05/01/2017 05:21:17 File Cabinet	05/01/2017 05:21:17	05/01/2017	05:21:17 File Cabinet	File Cabinet	1305492	Jamal Stephenson, BA, QMHS	Counselor : ALL	138803008	05/01/2017 05:21:17	1		
stephen	FamilySystem/Health	user	05/01/2017 05:21:20 chart access	05/01/2017 05:21:20	05/01/2017	05:21:20 Patient	chart access	1305492	Jamal Stephenson, BA, QA, 1051005003091	3005084477	138803009	05/01/2017 05:21:20	1		
stephen	FamilySystem/Health	user	05/01/2017 05:21:28 note create	05/01/2017 05:21:28	05/01/2017	05:21:28 Note	note create	1305492	Jamal Stephenson, BA, QA, 1051005003091	3005084477	138803010	05/01/2017 05:21:28	1		
stephen	FamilySystem/Health	user	05/01/2017 05:27:55 note access	05/01/2017 05:27:55	05/01/2017	05:27:55 Note	note access	1305492	Jamal Stephenson, BA, QA, 1051005003091	3005084477	138803011	05/01/2017 05:27:55	1		
stephen	FamilySystem/Health	user	05/01/2017 05:27:56 note compile new	05/01/2017 05:27:56	05/01/2017	05:27:56 Note	note compile new	1305492	Jamal Stephenson, BA, QA, 1051005003091	3005084477	138803012	05/01/2017 05:27:56	1		
stephen	FamilySystem/Health	user	05/01/2017 05:28:24 note modify esign	05/01/2017 05:28:24	05/01/2017	05:28:24 Note	note modify esign	1305492	Jamal Stephenson, BA, QA, 1051005003091	3005084477	138803013	05/01/2017 05:28:24	1		
stephen	FamilySystem/Health	user	05/01/2017 05:29:21 File Cabinet	05/01/2017 05:29:21	05/01/2017	05:29:21 File Cabinet	File Cabinet	1305492	Jamal Stephenson, BA, QMHS	Counselor : ALL	138803014	05/01/2017 05:29:21	1		
stephen	FamilySystem/Health	user	05/01/2017 05:29:38 chart access	05/01/2017 05:29:38	05/01/2017	05:29:38 Patient	chart access	1305492	Jamal Stephenson, BA, QA, 1051005005840	3005412226	138803015	05/01/2017 05:29:38	1		
stephen	FamilySystem/Health	user	05/01/2017 05:29:42 note create	05/01/2017 05:29:42	05/01/2017	05:29:42 Note	note create	1305492	Jamal Stephenson, BA, QA, 1051005005840	3005412226	138803016	05/01/2017 05:29:42	1		
stephen	FamilySystem/Health	user	05/01/2017 05:37:08 note access	05/01/2017 05:37:08	05/01/2017	05:37:08 Note	note access	1305492	Jamal Stephenson, BA, QA, 1051005005840	3005412226	138803017	05/01/2017 05:37:08	1		
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stephen	FamilySystem/Health	user	05/01/2017 05:44:28 note access	05/01/2017 05:44:28	05/01/2017	05:44:28 Note	note access	1305492	Jamal Stephenson, BA, QA, 10510050056235	3005120521	138803023	05/01/2017 05:44:28	1		
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stephen	FamilySystem/Health	user	05/01/2017 05:44:45 note modify esign	05/01/2017 05:44:45	05/01/2017	05:44:45 Note	note modify esign	1305492	Jamal Stephenson, BA, QA, 10510050056235	3005120521	138803025	05/01/2017 05:44:45	1		
stephen	FamilySystem/Health	user	05/01/2017 05:44:52 File Cabinet	05/01/2017 05:44:52	05/01/2017	05:44:52 File Cabinet	File Cabinet	1305492	Jamal Stephenson, BA, QMHS	Counselor : ALL	138803026	05/01/2017 05:44:52	1		
stephen	FamilySystem/Health	user	05/01/2017 05:44:55 chart access	05/01/2017 05:44:55	05/01/2017	05:44:55 Patient	chart access	1305492	Jamal Stephenson, BA, QA, 10510050030208	3005084594	138803027	05/01/2017 05:44:55	1		
stephen	FamilySystem/Health	user	05/01/2017 05:45:04 note create	05/01/2017 05:45:04	05/01/2017	05:45:04 Note	note create	1305492	Jamal Stephenson, BA, QA, 10510050030208	3005084594	138803028	05/01/2017 05:45:04	1		
stephen	FamilySystem/Health	user	05/01/2017 05:52:42 note access	05/01/2017 05:52:42	05/01/2017	05:52:42 Note	note access	1305492	Jamal Stephenson, BA, QA, 10510050030208	3005084594	138803029	05/01/2017 05:52:42	1		
stephen	FamilySystem/Health	user	05/01/2017 05:52:43 note compile new	05/01/2017 05:52:43	05/01/2017	05:52:43 Note	note compile new	1305492	Jamal Stephenson, BA, QA, 10510050030208	3005084594	138803030	05/01/2017 05:52:43	1		
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stephen	FamilySystem/Health	user	05/01/2017 05:56:48 File Cabinet	05/01/2017 05:56:48	05/01/2017	05:56:48 File Cabinet	File Cabinet	1305492	Jamal Stephenson, BA, QMHS	Counselor : ALL	138803032	05/01/2017 05:56:48	1		
stephen	FamilySystem/Health	user	05/01/2017 05:56:52 chart access	05/01/2017 05:56:52	05/01/2017	05:56:52 Patient	chart access	1305492	Jamal Stephenson, BA, QA, 1051005006988	2016299	138803033	05/01/2017 05:56:52	1		
stephen	FamilySystem/Health	user	05/01/2017 05:56:58 note create	05/01/2017 05:56:58	05/01/2017	05:56:58 Note	note create	1305492	Jamal Stephenson, BA, QA, 1051005006988						

jstephenson	FamilyVisitations	user	05/01/2017 07:27:23	note access	1305492	Jamal Stephenson, BA, QA 1010500530028	3005085494	101783376	Progress Note (Non-R)	118030410	05/01/2017 07:27:23	1
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jstephenson	FamilyVisitations	user	05/01/2017 07:27:16	note modify access	1305492	Jamal Stephenson, BA, QA 1010500530028	3005085494	101783376	Progress Note (Non-R)	118030412	05/01/2017 07:27:16	1
jstephenson	FamilyVisitations	user	05/01/2017 07:45:28	File Cabinet	1305492	Jamal Stephenson, BA, QA 1010500530028	3005085494	101783376	Progress Note (Non-R)	118030413	05/01/2017 07:45:28	1
jstephenson	FamilyVisitations	user	05/01/2017 07:46:22	chart access	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Form Letter	118030513	05/01/2017 07:46:22	1
jstephenson	FamilyVisitations	user	05/01/2017 07:54:27	note access	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101784566	Form Letter	118030573	05/01/2017 07:54:27	1
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jstephenson	FamilyVisitations	user	05/01/2017 07:56:07	note complete new	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030586	05/01/2017 07:56:07	1
jstephenson	FamilyVisitations	user	05/01/2017 07:56:26	File Cabinet	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030589	05/01/2017 07:56:26	1
jstephenson	FamilyVisitations	user	05/01/2017 07:56:28	chart access	1305492	Jamal Stephenson, BA, QA 1010500582271	3005135757	101783376	Form Letter	118030591	05/01/2017 07:56:28	1
jstephenson	FamilyVisitations	user	05/01/2017 07:56:33	note access	1305492	Jamal Stephenson, BA, QA 1010500582271	3005135757	101784566	Form Letter	118030598	05/01/2017 07:56:33	1
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jstephenson	FamilyVisitations	user	05/01/2017 07:57:18	note complete new	1305492	Jamal Stephenson, BA, QA 1010500582271	3005135757	101783376	Discharge Summary	118030593	05/01/2017 07:57:18	1
jstephenson	FamilyVisitations	user	05/01/2017 07:57:44	File Cabinet	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030596	05/01/2017 07:57:44	1
jstephenson	FamilyVisitations	user	05/01/2017 07:57:47	chart access	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030597	05/01/2017 07:57:47	1
jstephenson	FamilyVisitations	user	05/01/2017 07:57:51	note access	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101784566	Form Letter	118030599	05/01/2017 07:57:51	1
jstephenson	FamilyVisitations	user	05/01/2017 07:57:56	note create	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030600	05/01/2017 07:57:56	1
jstephenson	FamilyVisitations	user	05/01/2017 07:58:42	note complete new	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030609	05/01/2017 07:58:42	1
jstephenson	FamilyVisitations	user	05/01/2017 08:20:20	login	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030609	05/01/2017 08:20:20	1
jstephenson	FamilyVisitations	user	05/01/2017 08:20:50	message center open	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030609	05/01/2017 08:20:50	1
jstephenson	FamilyVisitations	user	05/01/2017 08:21:07	message open	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030609	05/01/2017 08:21:07	1
jstephenson	FamilyVisitations	user	05/01/2017 08:21:24	message sent param=7	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030609	05/01/2017 08:21:24	1
jstephenson	FamilyVisitations	user	05/01/2017 08:21:43	File Cabinet	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030609	05/01/2017 08:21:43	1
jstephenson	FamilyVisitations	user	05/01/2017 08:28:37	chart access	1305492	Jamal Stephenson, BA, QA 101050058940	3005141226	101783376	Progress Note (Non-R)	118030610	05/01/2017 08:28:37	1
jstephenson	FamilyVisitations	user	05/01/2017 08:38:43	note create	1305492	Jamal Stephenson, BA, QA 101050058940	3005141226	101783376	Progress Note (Non-R)	118030611	05/01/2017 08:38:43	1
jstephenson	FamilyVisitations	user	05/01/2017 08:47:44	note access	1305492	Jamal Stephenson, BA, QA 101050058940	3005141226	101783376	Progress Note (Non-R)	118030612	05/01/2017 08:47:44	1
jstephenson	FamilyVisitations	user	05/01/2017 08:47:45	note modify access	1305492	Jamal Stephenson, BA, QA 101050058940	3005141226	101783376	Progress Note (Non-R)	118030613	05/01/2017 08:47:45	1
jstephenson	FamilyVisitations	user	05/01/2017 08:48:40	note modify access	1305492	Jamal Stephenson, BA, QA 101050058940	3005141226	101783376	Progress Note (Non-R)	118030614	05/01/2017 08:48:40	1
jstephenson	FamilyVisitations	user	05/01/2017 08:48:40	note modify access	1305492	Jamal Stephenson, BA, QA 101050058940	3005141226	101783376	Progress Note (Non-R)	118030615	05/01/2017 08:48:40	1
jstephenson	FamilyVisitations	user	05/01/2017 08:49:21	chart access	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030616	05/01/2017 08:49:21	1
jstephenson	FamilyVisitations	user	05/01/2017 08:49:30	note create	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030617	05/01/2017 08:49:30	1
jstephenson	FamilyVisitations	user	05/01/2017 08:49:37	note access	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030618	05/01/2017 08:49:37	1
jstephenson	FamilyVisitations	user	05/01/2017 08:58:58	note complete new	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030619	05/01/2017 08:58:58	1
jstephenson	FamilyVisitations	user	05/01/2017 08:58:58	note modify access	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030620	05/01/2017 08:58:58	1
jstephenson	FamilyVisitations	user	05/01/2017 08:59:17	note modify access	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030621	05/01/2017 08:59:17	1
jstephenson	FamilyVisitations	user	05/01/2017 08:59:18	File Cabinet	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030622	05/01/2017 08:59:18	1
jstephenson	FamilyVisitations	user	05/01/2017 08:59:35	note access	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030623	05/01/2017 08:59:35	1
jstephenson	FamilyVisitations	user	05/01/2017 08:59:42	note create	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030624	05/01/2017 08:59:42	1
jstephenson	FamilyVisitations	user	05/01/2017 10:07:03	note access	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030625	05/01/2017 10:07:03	1
jstephenson	FamilyVisitations	user	05/01/2017 10:07:05	note complete new	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030626	05/01/2017 10:07:05	1
jstephenson	FamilyVisitations	user	05/01/2017 10:07:30	note modify access	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030627	05/01/2017 10:07:30	1
jstephenson	FamilyVisitations	user	05/01/2017 10:07:40	File Cabinet	1305492	Jamal Stephenson, BA, QA 1010500570668	2016289	101783376	Discharge Summary	118030628	05/01/2017 10:07:40	1
jstephenson	FamilyVisitations	user	05/01/2017 10:09:00	chart access	1305492	Jamal Stephenson, BA, QA 101050054077	3005095763	101783376	Progress Note (Non-R)	118030629	05/01/2017 10:09:00	1
jstephenson	FamilyVisitations	user	05/01/2017 10:09:11	note create	1305492	Jamal Stephenson, BA, QA 101050054077	3005095763	101783376	Progress Note (Non-R)	118030630	05/01/2017 10:09:11	1
jstephenson	FamilyVisitations	user	05/01/2017 10:17:28	note access	1305492	Jamal Stephenson, BA, QA 101050054077	3005095763	101783376	Progress Note (Non-R)	118030631	05/01/2017 10:17:28	1
jstephenson	FamilyVisitations	user	05/01/2017 10:17:30	note access	1305492	Jamal Stephenson, BA, QA 101050054077	3005095763	101783376	Progress Note (Non-R)	118030632	05/01/2017 10:17:30	1
jstephenson	FamilyVisitations	user	05/01/2017 10:18:04	note modify access	1305492	Jamal Stephenson, BA, QA 101050054077	3005095763	101783376	Progress Note (Non-R)	118030633	05/01/2017 10:18:04	1
jstephenson	FamilyVisitations	user	05/01/2017 10:18:14	File Cabinet	1305492	Jamal Stephenson, BA, QA 101050054077	3005095763	101783376	Progress Note (Non-R)	118030634	05/01/2017 10:18:14	1
jstephenson	FamilyVisitations	user	05/01/2017 10:18:17	chart access	1305492	Jamal Stephenson, BA, QA 101050056235	3005102621	101783376	Progress Note (Non-R)	118030635	05/01/2017 10:18:17	1
jstephenson	FamilyVisitations	user	05/01/2017 10:18:55	note create	1305492	Jamal Stephenson, BA, QA 101050056235	3005102621	101783376	Progress Note (Non-R)	118030636	05/01/2017 10:18:55	1
jstephenson	FamilyVisitations	user	05/01/2017 10:24:14	note access	1305492	Jamal Stephenson, BA, QA 101050056235	3005102621	101783376	Progress Note (Non-R)	118030637	05/01/2017 10:24:14	1
jstephenson	FamilyVisitations	user	05/01/2017 10:24:15	note complete new	1305492	Jamal Stephenson, BA, QA 101050056235	3005102621	101783376	Progress Note (Non-R)	118030638	05/01/2017 10:24:15	1
jstephenson	FamilyVisitations	user	05/01/2017 10:24:33	note modify access	1305492	Jamal Stephenson, BA, QA 101050056235	3005102621	101783376	Progress Note (Non-R)	118030639	05/01/2017 10:24:33	1
jstephenson	FamilyVisitations	user	05/01/2017 10:25:11	File Cabinet	1305492	Jamal Stephenson, BA, QA 101050056235	3005102621	101783376	Progress Note (Non-R)	118030640	05/01/2017 10:25:11	1
jstephenson	FamilyVisitations	user	05/01/2017 10:27:08	chart access	1305492	Jamal Stephenson, BA, QA 1010500530151	3005085477	101783376	Progress Note (Non-R)	118030641	05/01/2017 10:27:08	1
jstephenson	FamilyVisitations	user	05/01/2017 10:27:20	note access	1305492	Jamal Stephenson, BA, QA 1010500530151	3005085477	101783376	Progress Note (Non-R)	118030642	05/01/2017 10:27:20	1
jstephenson	FamilyVisitations	user	05/01/2017 10:27:30	note access	1305492	Jamal Stephenson, BA, QA 1010500530151	3005085477	101783376	Progress Note (Non-R)	118030643	05/01/2017 10:27:30	1
jstephenson	FamilyVisitations	user	05/01/2017 10:28:46	note complete new	1305492	Jamal Stephenson, BA, QA 1010500530151	3005085477	101783376	Progress Note (Non-R)	118030644	05/01/2017 10:28:46	1
jstephenson	FamilyVisitations	user	05/01/2017 10:29:20	note modify access	1305492	Jamal Stephenson, BA, QA 1010500530151	3005085477	101783376	Progress Note (Non-R)	118030645	05/01/2017 10:29:20	1
jstephenson	FamilyVisitations	user	05/01/2017 10:29:35	note access	1305492	Jamal Stephenson, BA, QA 1010500530151	3005085477	101783376	Progress Note (Non-R)	118030646	05/01/2017 10:29:35	1
jstephenson	FamilyVisitations	user	05/01/2017 10:29:58	note create	1305492	Jamal Stephenson, BA, QA 1010500530151	3005085477	101783376	Progress Note (Non-R)	118030647	05/01/2017 10:29:58	1
jstephenson	FamilyVisitations	user	05/01/2017 10:29:59	note complete new	1305492	Jamal Stephenson, BA, QA 1010500530151	3005085477	101783376	Progress Note (Non-R)	118030648	05/01/2017 10:29:59	1
jstephenson	FamilyVisitations	user	05/01/2017 10:50:45	note modify access	1305492	Jamal Stephenson, BA, QA 1010500530151	3005085477	101783376	Progress Note (Non-R)	118030649	05/01/2017 10:50:45	1
jstephenson	FamilyVisitations	user	05/01/2017 10:51:37	File Cabinet	1305492	Jamal Stephenson, BA, QA 1010500530151	3005085477	101783376	Progress Note (Non-R)	118030650	05/01/2017 10:51:37	1
jstephenson	FamilyVisitations	user	05/01/2017 10:51:42	chart access	1305492	Jamal Stephenson, BA, QA 101050058940	3005141226	101783376	Progress Note (Non-R)	118030651	05/01/2017 10:51:42	1
jstephenson	FamilyVisitations	user	05/01/2017 10:52:31	note create	1305492	Jamal Stephenson, BA, QA 101050058940	3005141226	101783376	Progress Note (Non-R)	118030652	05/01/2017 10:52:31	1
jstephenson	FamilyVisitations	user	05/01/2017 11:14:33	note access	1305492	Jamal Stephenson, BA, QA 101050058940	3005141226	101783376	Progress Note (Non-R)	118030653	05/01/2017 11:14:33	1
jstephenson	FamilyVisitations	user	05/01/2017 11:14:34	note complete new	1305492	Jamal Stephenson, BA, QA 101050058940	3005141226	101783376	Progress Note (Non-R)	118030654	05/01/2017 11:14:34	1
jstephenson	FamilyVisitations	user	05/01/2017 11:14:54	note modify access	1305492	Jamal Stephenson, BA, QA 101050058940	3005141226	101783376	Progress Note (Non-R)	118030655	05/01/2017 11:14:54	1
jstephenson	FamilyVisitations	user	05/01/2017 11:15:52	File Cabinet	1305492	Jamal Stephenson, BA, QA 1010500530208	3005085494	101783376	Progress Note (Non-R)	118030656	05/01/2017 11:15:52	1
jstephenson	FamilyVisitations	user	05/01/2017 11:16:01	chart access	1305492	Jamal Stephenson						